





What Has Been Done For Labor?



**Alberta's Social Credit Government
Has a Record Unequalled in Canada**



Alberta's Social Credit Government has an unequalled record in respect to action on behalf of Labor

The Government has assured Labor:

1. The highest general minimum wage in Canada.
2. A gradual reduction in hours of work.
3. Holidays with pay to all employees, permanent or casual, in every industry.
4. The protection of wages of workers in coal mining and lumbering industries by requiring employer to furnish wage bonds . . . the only Province in Canada to do so.
5. The right of an employee to be a member of a trade union.
6. The right of employees to bargain collectively.
7. The legal right to provide union security in collective agreements.
8. A compulsory "check-off" of union dues when ordered by the employee.
9. An ample provision for the settlement of disputes by conciliation and arbitration without stoppage of work.
10. The legal right of employees to strike.
11. Improved working conditions by law.
12. More generous workmen's compensation.

How does Labor get action?

1. **Through collective bargaining.**

If this fails—

2. **A conciliation commissioner is appointed.**

If he is unsuccessful—

3. **A Board of Arbitration is set up.**

The Board of Arbitration is composed of three arbitrators: One, nominated by the bargaining agent for the employees; a second, nominated by the employer; a chairman, nominated by these two members.

The Board of Arbitration is required to make its award within 14 days unless all parties concerned agree on an extension of time.

The Board of Arbitration award must be submitted to employees and employer for acceptance or rejection.

If the award is rejected:

THE TRADE UNION REPRESENTING EMPLOYEES AFFECTED MAY REQUEST THAT A STRIKE VOTE BE TAKEN UNDER GOVERNMENT SUPERVISION. IF THE MAJORITY FAVOR STRIKE ACTION, THIS MAY TAKE PLACE. THE STRIKE IS A LEGAL STRIKE.

WORKING MEN SHOULD NOT FORGET

Alberta was the first province to provide for the compulsory "check-off" of union dues upon authorization of an employee engaged in any industry, and such "check-off" is irrevocable for three months.

Alberta is the only province protecting workers in the coal mining and lumbering industries by requiring employers in these industries to furnish security for the payment of wages in case of the employer failing to do so.

Hours of work generally in Alberta are limited to eight hours in a day, and forty-eight hours in a week of six working days, except in specified industries in certain zones where the weekly hours are forty and forty-four.

Alberta has the highest general minimum wage orders of any province in Canada, including the payment of one and one-half times the employee's ordinary rate of wages for overtime. The first province to legally set this rate for overtime.

Alberta provides compulsory holidays with pay for all employees, and surpasses the other provinces in providing the stamp system of holidays with pay to employees in the construction industry.

Alberta labour legislation makes ample provision for the comfort and protection of employees engaged in any industry.

The administration of The Alberta Labour Act is entrusted to a socially minded and experienced Board of Industrial Relations. This Board is composed of an independent chairman and four members representing organized and unorganized labour, women in industry and employers.

The record of steady employment and uninterrupted production in Alberta industry has been encouraging. In 1944 not a single strike occurred. In 1945 one small strike involving thirty workers for two days took place. In 1946 there were only three stoppages of work through strikes of moderate duration. **Such a record is attributable not only to our Alberta Labour Act and to the prompt and tactful administration of the Act by the Board of Industrial Relations, but also to the helpful co-operation of management and organized labour in settlement of their disputes through consultation, conciliation and arbitration.**



GOVERNMENT OF THE PROVINCE OF ALBERTA

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